

KAPPA SIGMA
FRATERNITY
Established 1869



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Introduction

This guide is designed and written for the facilitator of My Brother's Keeper (MBK). While you are encouraged to use other educational programming in the Chapter, MBK is a solid foundation.

MBK is a structured program that is set up so a first timer can host a quality presentation with no experience and nothing more than this manual and proper preparation. However, this program can be enhanced by use of the accompanying electronic presentation; refer to the slide notations throughout this manual as a guide.

Pre-Session Preparation

Room Set-Up

The atmosphere for an MBK session must be open and encourages group discussion. Keep in mind that these men are college students, and treating the session as a lecture will have no impact. So take time to call ahead and make certain the room and meeting needs are set properly.

Room Location

- Use a room on campus or in a conference center
- Keep the room at one level, avoid podiums and tiered classrooms

Room Layout

- Large circle or U-shaped; no tables needed (use head table if preferred)
- Flipchart with markers or whiteboard / blackboard
- Audio-visual cart and projector if using electronic presentation

Become Familiar with Program

During your preparation, it is necessary to become familiar with the basic format of MBK. Acquaint yourself with the following outline in order to effectively present the program:

Introduction

- Review of program
- Introduction of *The Star and Crescent*
- Overview of Kappa Sigma Code of Conduct (See Appendix)

Discussion Section – Substance Abuse and Statistics

Definition of Substance Abuse

- Characteristics and Statistics
- Alcohol Abuse, Drug Use, Dating Violence, Mental Health

Discussion Section - Dissecting *The Star and Crescent*

Closing and Resource for Help

- Research local resources prior to session; collect pamphlets and phone numbers
- Review the information in the Appendix for detailed explanations

Prior to any class, you must be completely prepared in order to effectively reach and engage the audience. At any time contact the MBK specialist to seek advice or ask questions before, during or after an MBK session.

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Start of Program

Introduction – Discuss the following items:

Slide 1

- State name, title
- State length of the program: approx. 1.5 hours, but possibly more due to length of discussions
- Explain the content and purpose of MBK. While it is not necessary to follow the script word for word it may be used as a guideline:

At “Start of Program”, be certain to emphasize the notion that not only do we live in an established culture, but we also suffer a stigma that makes it easier for schools, parents, or components of the criminal justice system to make allegations against the fraternity or a brother. The purpose of a responsibility program is to **police ourselves**, and the main objective is to increase every Brother’s knowledge about the four subject areas. Knowledge is power, particularly in seeing a situation as it evolves and knowing what to do. This holds true in business, relationships, or school situations.

“First off, I’m here today to work with you, not as an expert, but as a Brother and mentor. *(If you are an expert, explain your expertise.)*”

MBK has been a Kappa Sigma program since 1979 and while it has been through a number of changes, the purpose and the underlying philosophy have remained consistent. MBK is a “Responsibility Program”.

We as individuals, and as a Chapter, are responsible for ourselves and our actions. This is not about pointing fingers; rather it is about helping us make better decisions for ourselves. We don’t want to stand idle and allow a bad culture to develop. When we do, we’ll no longer be making the decisions, we’ll be leaving them to our parents, the faculty, or the police and courts. We need to learn to recognize problem situations and police ourselves.

My Brothers Keeper is a program designed to help Kappa Sigma undergraduates understand, recognize symptoms and be able to work together to improve four basic problem areas that could affect their college and professional careers.

Slide 2

The four basic areas of focus are: alcohol abuse, drug use, which are forms of substance abuse, dating violence and mental health. MBK is not designed to make you an expert in any of these fields, nor is it designed to give you the ability to professionally diagnose and treat individuals who may be affected by any of these issues. MBK is designed to give you background knowledge, understand characteristics of individuals who are affected by these issues and offer resources to utilize if any of these issues are problems for you, a fellow brother or for your Chapter.

You are not necessarily attending this session because you, your brothers or your Chapter are affected by any of these issues. We can only hope that your Chapter does not have problems in any of these four areas. However, these four areas have presented themselves as issues during the undergraduate experience at many colleges and universities throughout the country. So, in some cases the best defense is a good offense. By acknowledging that these four issues can potentially exist in undergraduate experiences, we may be able to prevent future problems before they happen.

Slide 3

Our purpose is to provide information and to promote thinking and communication such that we become the source of the solutions to our own problems. The success of the discussion part of this session depends on honesty and candor; we must be open with each other.”

The Star and Crescent

"Brothers, to serve as our guide throughout this program, we will use *The Star and Crescent*.

As we progress further in the program, we will discuss how current subject matter relates to *The Star and Crescent*, but before we continue, I would ask all of you to repeat it with me:"

Slide 4



The Star and Crescent

The Star and Crescent shall not be worn by every man, but only by him who is worthy to wear it. He must be a gentleman ... a man of honor and courage ... a man of zeal, yet humble ... an intelligent man ... a man of truth ... one who tempers action with wisdom and, above all else, one who walks in the light of God.

If all Brothers simply live by this creed, then we would not be sitting here discussing MBK today. We are all human, unwanted situations occur, and we must recognize those situations and react. We must focus our attention in recognition through the four subject areas.

Overview of Code of Conduct

As the facilitator of the program, it is essential to briefly review Kappa Sigma's Code of Conduct found in Appendix I. You should impart that Kappa Sigma's Code of Conduct are the policies which govern all Kappa Sigmas and Chapters. During this section, it is essential that you regulate the conversation here and going forward so that the presentation does not become a discussion about the legalities of the use of certain substances. Key points from the Code of Conduct you want to bring up in this section are:

1. It is illegal to consume alcohol under 21.
2. It is against the law to use illegal narcotics.
3. Date violence/rape is illegal.
4. Violations may result in suspension and expulsion, Chapter fines or loss of Charter.

Slide 5

"The Code of Conduct specifies other rules in regards to the use of alcohol and drugs, and specific Kappa Sigma penalties associated with those rules. It is essential that, as a brother of Kappa Sigma you adhere to the Code of Conduct as well as all university, federal and local laws and regulations in short, follow the laws of the land. Kappa Sigma is for life...but if you fail to follow your obligation as a Kappa Sigma your privilege may be revoked. Suspension or expulsion can/will happen to Brothers that violate the Code of Conduct."

Slide 6

The Code of Conduct is a means of discipline for members and Chapters of Kappa Sigma. MBK is a responsibility program and the means of discussing brothers helping brothers. Hiding behind the Code of Conduct and avoiding an important discussion with a fellow brother or brothers fails the utmost purpose of MBK. Reaching the members and teaching intervention as opposed to reaction should be stressed.

REMEMBER do not get bogged down in the intricacies of the Code of Conduct. The reason to discuss the Code is to state that Fraternity has established a definitive policy in an effort to establish the rules and eliminate anyone from stating "I did not know". The Code is not a mechanism to hide behind. The Code is not a reason to avoid helping a Brother. An important point to make is that the Code is in place to hold Alumni accountable also. Alumni can't arrive at Chapters and expect to act in a manner that is inappropriate and poorly influential to undergraduates.

"At this point in the presentation, I want to share a story, a real life example, of how some of the four issues we are discussing have negatively affected a Chapter of Kappa Sigma:"

- **The facilitator may offer a Kappa Sigma example found in the Appendix II.**

"We will come back to this example toward the end of the presentation, but going forward, I would like you to think about whether or not the individuals and Chapter in this example have followed *The Star & Crescent*."

Substance Abuse

Slide 7

Definition: Substance Abuse*

"...is a maladaptive pattern of substance abuse indicated by continued use despite of persistence social, occupational or physical problems caused by the use of the substance or by recurrent use when such use is hazardous."

*Definition for substance abuse according to The Diagnostic and Statistical Manual of Mental Disorders (DSM-IV-TR)

Ask the class to define the word *maladaptive*. Break down the word into its parts and generate discussion.

adaptive - progress in acquiring mental, academic, social and personal skills; coherent ability to recognize and adjust, avoid

*mal - would not be adaptive, such as, not acting in accordance of normal behavior.
Example: seeing a fight and instead of avoiding, deciding to jump into middle of it*

Use "Kappa Sigma Examples" from Appendix II for story ideas. Ask the question, "What does maladaptive mean?" Expect anything. Make it easier by asking, "What is adaptive?" It is the ability to be placed in a situation and possess the ability to decide where you are and what course of action or direction to proceed into. Maladaptive is the **inability** to think reason or proceed in a direction that is morally sound or even safe for the individual. Maladaptive is walking by a fight and deciding to jump in and instead of avoiding it, knowing you are drunk and driving, needing to go to class and blowing it off.

Information: Characteristics and Statistics

This section of the presentation is an information section and an interactive section. If you have the slide show available, this information will be displayed in each slide. You are encouraged to solicit more characteristics from the audience.

The purpose of this section is to make the participants aware of what is actually occurring on college campuses. One thing you may want to do as the facilitator is to make some rough calculations and try and involve the participants by having an appropriate # of participants raise their hand for each statistic.

Example:

One of the alcohol statistics is that 3% of the American college population will die from alcohol abuse. Before you review that statistic, you may want to have a random 3% of the people in the audience raise their hand or stand.

- Frequency with seeking or taking substances
- Substance often taken in larger amounts or taken over a longer period of time than intended
- Increased tolerance
- Characteristic withdrawal symptoms
- Relief substance use
- Persistent desire or repeated efforts to cut down or control substance use

Emphasize that you are not here to state that anyone is a substance abuser, but to point out the characteristics according the diagnostic manual of counselors. Like mental health concerns, there are levels. Just because a person exhibits one characteristic every once in a while, it does not qualify that person as meeting the criteria.

EXAMPLES:

Frequent occupation...thinking about the beer every day at 3:00 PM or waking up in the morning and already thinking about the beer. On the other hand, thinking about "tying one on" at the upcoming social next week does not qualify.

Substance taken...stating to have only have one or two, but finding the person is still there many hours later. (Like Lays Chips, you can't only have one.)

Increased tolerance...Three and four beers no longer provides a buzz, now buying a 12 pack. Then, a move to liquor in mixed drinks, to having it neat or on the rocks (drinking Jaeger Bombs in order to speed up the process is a common method today).

Be familiar with information on how the body breaks down alcohol over a period of time and in accordance with body weight; **see Appendix III. Expect bragging; shut it down with the information before it begins.**

Characteristic withdrawal...Beyond the headaches caused by dehydration, such as experiencing DTs (delirium tremens); this is the body working to purge the substance.

Relief substance...drinking hair of the dog on a continuous basis (Elvis taking uppers in the morning and downers at night).

Persistent desire...beginning to tire of feeling bad in the mornings, realizing embarrassing moments to oneself or others, saying "I need to slow down." One begins to attempt to slow down or stop, but has reasons or functions (in their mind) that he just can't stop.

To be classified as an abuser you only have to meet three of the above as defined by the DSM-IV-TR

Substance Abuse Characteristics (continued)

Slide 9

- Frequent intoxication or impairment by substance use when expected to fulfill social or occupational obligations
- Important social, occupational, or recreational activities sacrificed in order to seek or take the substance
- Continuation of substance use despite a significant social or legal problem or a physical disorder that the individual knows is exacerbated by substance use

These characteristics truly are the path to becoming an abuser.

Frequent intoxication...misses a meeting at any level due to being drunk or high.

Important social...no longer not just intoxicated; this person is missing the meeting in order to obtain the substance.

Continuation...threatened with expulsion, going to jail, or death and this person still can not stop.

Alcohol Abuse Statistics:

Slide 10

- 30% of college failure is attributed to alcohol abuse
- 3% of the American college population will die from alcohol abuse
- 90% of college vandalism is attributed to alcohol abuse
- 66% of college suicides are attributed to alcohol abuse
- 90% of campus rapes are attributed to alcohol abuse
- 95% of violent crimes are attributed to alcohol abuse

Ask the group to see the numbers and that they are integral to the behaviors being discussed. Ask, "What is binge drinking?" Then ask for them to ponder the question as they look at the results on the next slide.

Answer:

- 5 in one night
- 20 in one week

See Also: Appendix III

Defined by the National Highway Safety Administration

Of college students who participate in binge drinking:

Slide 11

- 80% experience hangovers
- 50% participate in activities they end up regretting
- 40% black out
- 30% participate in unplanned sex
- 15% participate in unprotected sex
- 30% get into fights/arguments with their friends
- 45% miss class
- 30% fall behind in school

Ask the group to define drug, comparing illegal to prescription.

The difference...drugs such as meth, marijuana, and designer drugs (XTC) are illegal. Today, students are utilizing prescription drugs or over-the-counter drugs to achieve the same high, or possibly a more intense high than the illegal drugs. For example, OC (Oxycotin) is taken in large doses by crushing the tablets and sniffing them like cocaine; this is sometimes called "railing". Other examples include, taking multiple pills of Ritalin or drinking doses of cough syrup, sometimes called "robo-ing"

Drug Use Statistics

- 24.9% used Marijuana this year
- 13.9% are current users
- 7.4% use other drug
- 3.8% use amphetamines
- 1.8% use designer versions (XTC)
- 42.7% involved in public misconduct (fight, DUI)
- 28.5% experience personal problems (suicidal, injury, sexual assault)
- Of 17.2% of population using drugs:
 - Athletes 19.4%
 - IM Sports 18.1%
 - Minority 20.2%
 - Fraternities/ Sororities 26.4%
 - Student Government 13.9%

"Like alcohol being a hot topic in the past, dating violence and date rape on college campuses are making headlines." MBK in the past was purely a discussion around alcohol; it is important to cover date violence as dating is very common among college students."

Discussion Question:

What is the difference between dating violence and date rape?

Dating Violence Statistics

- 32% of women students have experienced a form of dating violence
- 27.1% of college women are sexually assaulted
- 82.7% of college women are victims by an acquaintance
- 67.5% of the offenders have been drinking
- 51% of perpetrators of sexual assault are in a fraternity

At first look, it is easy to second guess the accuracy of the statistics. The numbers may actually be even worse. These are the statistics that are known. Point out that "one in three have been exposed to dating violence".

There are currently multiple lawsuits being filed against educational institutions for failing to provide accurate statistics and/or failing to recognize the potential problems. Additional thoughts include: women lie, women ask for it, or "what if you are both drunk?" Yes, people lie and women lie; however women usually do not tell authorities or do not lie about being assaulted. Over 90% of those assaulted do not report it to the authorities.

Lastly mention that if both individuals are drunk, neither knows if she consented.

Comments to be prepared for:

- Women lie
- The numbers can't be right
- The "I've got a friend" story
- What if you are both drunk

The facilitator should again stress that the purpose is not about pointing fingers. It should be noted that most fraternity brothers and men do not commit rape. It is important to recognize the characteristics in order to better control ourselves and a brother's actions.

Example:

Most men fall into the following categories:

- The "good man" who respects the boundaries
- The "zebra" who rides the fence knowing about potential situations, but does nothing about it; or even "eggs on" potential situations
- The "nice guy" who commits the offense

The "zebra" can make a difference. The "zebra" senses when a herd is being attacked; the herd will simply run a hundred yards away and begin grazing again as if nothing is happening while a member of the herd is being eaten.

Dating Violence Characteristics

Slide 15

- Maintains a temper
- Abuse of alcohol and drugs
- Shows extreme jealousy
- Becomes enraged when he believes he is not being heard
- Obsesses with girlfriend's time and whereabouts
- Constantly following and watching girlfriend
- Has been verbally abusive
- Has been physically abusive

The first year in school is the worst for victims. They are easier targets due to inexperience and an eagerness to make friends. During the first year for a male perpetrator he is more active physically due to low self esteem and trying to prove himself. Another characteristic of an abuser is the tendency to only date freshmen throughout his college career.

To illustrate the severity, a National Institute of Justice research report in November 2004, stated that 88% of the women in college had experienced a physical or sexual victimization.

At the end, ask, "What is rape?" Rape occurs when there is lack of consent. She simply has to imply that she does not want to have sex. No does not mean yes. She does not have to scream no, she just has to imply.

- Heavy alcohol and drug use
- Acceptance of dating violence
- Adversarial attitude about relationships
- Assumption of role in relationship
- Degrading language regarding women
- Gets hostile when he is told "no"

Emphasize that the goal is not to point fingers. However, it is a male problem. Since males commit over 90% of rape, it is important for Brothers to police themselves even more so.

Discussion Question:

What is rape? Does she have to say "no"?

Answer:

She only has to imply "no".

"If she hesitates, if she is too drunk, or if she is passed out can she is not saying 'yes'?"

"Suicide is acknowledged as the number two cause of death on college campuses making mental health a growing concern. Similar to before mentioned categories, we must study mental health in order for members to recognize potential problems. The two most common forms of mental health problems are diagnosed as Anxiety and Depression."

Mental health concerns are on the rise on campuses. Ask, "Any reasons for this?"

Expect answers to include that the stigma is lower than in the past, there is a greater knowledge about the characteristics, or that it is trendy to see a therapist. All true and it is the reason for the inclusion of this segment—to educate you.

A story from Appendix II may be applicable at this time. Ask the question, "What is mental illness?"

Expect the answers of someone who is crazy, psycho or schizo. Needless to say these are not accurate terms. Then ask the question, "Are there levels of mental illness?" There will be a consensus that there are levels.

Yes, there are levels of mental illness.

An example is a phobia of snakes. Some people may be fearful if they know a snake is outside, more may be fearful if the snake is inside the building and even more will be fearful if the snake is in the room. Like phobias, individuals have levels of mental illness, specifically depression and anxiety. For instance, how many of you were depressed about having to attend this session or endured some anxiety about being preached to today.

More examples...breaking up with a girl, failing a test or even losing a loved one. Depression may be experienced for a period of time, but eventually the individual is able to move on with their life.

Mental Health Statistics

In regard to campus health centers:

- 89% had to hospitalize a student for psychological reasons
- 10% reported a student suicide
- 24% gave a Tarasoff warning to a third party regarding a potentially dangerous client
- 60% reported obsessive pursuit cases (stalking)
- 58% reported Eating Disorders
- 42% reported Drug Abuse
- 35% reported Alcohol Abuse
- 44% reported Classroom Disruption
- 25% reported Gambling
- 33% reported Suicide Attempts
- 5% of college students prematurely end their education due to psychiatric disorders

This slide is based on a survey to health centers on college and university campuses. The third bullet regarding a Tarasoff warning is based on a court case involving a student who advised the counselor that she was in fear of what may happen to a third party based on that individual's actions and comments. The third party was murdered and the counselor was held liable for failure to inform.

The next to last bullet needs to be emphasized. State that the ultimate reason for us discussing this issue is the potential for suicide. A CBS News special stated that suicide is the second leading cause of death for college students. The Association of Fraternity Advisors Risk Management Committee states that is the third leading cause of death for among all 15 to 24 year olds. Fraternities have focused on this because, although women attempt suicide more than men, at a 3 to 1 ratio, men actually follow through and commit suicide more than women at a rate of 4 to 1. There is no greater time for us to understand the characteristics and support each other than when one of us is contemplating taking their life.

According to the National Alliance for the Mentally Ill, one-third of students reported symptoms of mental illness. Specifically regarding depression, the College Mental Health Association states the percentage of students with depression climbed from 10.3% in 2000 to 14.9% in 2004.

An article in USA Today comments that depression is a growing concern for college health departments due to the increase of reported cases. In 2000, it was estimated that 10% of the student population suffered a form of depression. The number has risen to 15% in 2004.

Mental Health Characteristics: Depression

Slide 18

- disturbed mood
- fatigue and low energy
- sleep and eating problems
- impaired concentration, memory, decision-making
- motivation drops and lower self-esteem
- loss of interest in normal activities
- isolation and social withdrawal
- in some cases suicidal or homicidal thoughts

Disturbed mood...The individual will have prolonged periods of being down or feelings of excessive guilt

Fatigue and low energy...Depressed individuals do not get regular sleep and are inactive.

Sleep and eating problems...Most believe that an individual will sleep excessively, however a large percentage of individuals cannot sleep due to the depression as they are constantly thinking about the problem. As for eating, most think that depressed people constantly eat. Not true, depression can make you not want to eat. Weight loss is a significant sign of depression.

Impaired concentration...The depressed individual becomes so absorbed in the problem that they cannot focus. They will forget simple things that are normally concrete like a meeting.

Motivation drops...Depressed individuals have a sense of hopelessness and when they have to do something, they'd rather not bother.

Loss of interest...Will not enjoy going to eat, play sports, or talking to others.

Isolation...Individuals do not feel like being around others, possess feelings of unworthiness, and even endure a loss of sexual desire.

Slide 19

Mental Health Characteristics: Anxiety

- exaggerated worry and tension, even though there is little or nothing to provoke it
- always anticipating disaster
- often worrying excessively about health, money, family, or work
- the source of the concern is hard to pinpoint

Anxiety is much like depression, however it is more manic. The individual suffering from anxiety may be known as a "worry wart", "doomsayer" or a "pessimist".

Resources

At this point, you have provided the audience with information, given them characteristics to look for and asked them to think about how these issues relate to being a Kappa Sigma. Now it is necessary to provide them with some resources.

It is important that you, as the facilitator, realize that you are not here to help fix problems of the Chapter. By that same token, the Brothers of the Chapter should not be trying to fix any problems they believe another Brother has. The best thing you and any Brother in the Chapter can do to help is to encourage the Chapter or Brother to seek professional resources or the Kappa Sigma volunteers to get help. Please make sure to convey this point to your audience.

Resources: Chapter Level

Slide 20

It is important to impart on the audience that if they believe their Chapter or individuals in their Chapter may be suffering from any of these issues, the best thing they can do is get in touch with their volunteer alumni team. This is especially important on the Chapter level.

As the presenter you should make sure that the audience understands that their volunteer alumni team is always willing to provide help for Chapters that actively seek it when they have a problem. An unaddressed problem is only likely to cause more problems down the road.

Resources: Individual Level

While there are many different institutions out there that can provide help for college students, you probably want to make them aware that their university health center probably should be their first stop. It is likely that if they cannot provide help for a particular situation, they can direct you the individuals to someone who can. *(Be sure to call the health center of the campus you are presenting at prior to the MBK session to get contact information for local campus resources).*

National Resources:

Community Mental Health Agency
National Mental Health Association: www.nmha.org
National Institute of Health: www.nih.gov
Screening for Mental Health, Inc. (SMH): www.mentalhealthscreening.org
Domestic Violence Agency
Alcoholics Anonymous: www.alcoholics-anonymous.org
COPS: www.cops.usdoj.gov
MADD
SADD
Kappa Sigma

Campus Resources:

Campus Safety, Campus Counselor/Health Department,

Resolutions

Brothers, we have covered a great deal of statistical information and discussed resources. I want you to think about the following and ask yourself:

- Have I increased my knowledge
- Do I know how to recognize the event occurring
- Do I recognize wrong behavior
- Do I know that I must react and do something
- Do I know how to, and that it's acceptable to ask for help

Slide 21

For yourself

For a Brother

Dissecting *The Star and Crescent*

This should be the most interactive part of the presentation. In this section, you will be working with your audience to break down individual sections of the *Star and Crescent* to see how it relates to the issues we have been discussing. If you are using the slide show, you will see that each individual section has been broken down into individual slides.

The best way to run this section is to read the section and then query the audience as how they feel that particular section relates to the different issues. We have provided some thoughts for each section that you can use to get the discussion going.

This is the most important part of the program, so feel free to spend as long as you would like on it. It is important to get your audience to understand how to appropriately deal with these issues and what better way to do that than by using the motto that all Kappa Sigma's live by?

Slide 22



"The Star and Crescent shall not be worn by every man, but only by him who is worthy to wear it."

Slide 23

This section should not require much discussion, but you may want to ask the audience,
"Can we all agree on that?"

"He must be a gentleman..."

Slide 24

How does being a gentleman relate to dating violence? Alcohol abuse? Social behavior?
Does a gentleman participate in date violence? Drug use? Alcohol abuse?

"a man of honor"

Slide 25

What is honor? (integrity, responsibility, accountability)
Does a man of honor break the law? Use illegal drugs? Participate in underage drinking?
Participate in sexual assault? Is it honorable to rape a woman? Abuse alcohol/drugs?

"and courage..."

Slide 26

Do the right thing, in the right way, for the right reason.

- Addressing problems directly
- Lead by example
- Able to ask/offer help
- Risk management

"a man of zeal, yet humble..."

Slide 27

Are you humble enough to ask for help when you need it?

"an intelligent man..."

Slide 28

Do you know your limits?
Educating yourself and others to the signs of the above problems and how to deal with them.

"a man of truth..."

Slide 29

Honest with yourself and others about your weaknesses and faults.
Communicating the problems to alumni volunteer team or others capable of providing help.

"one who tempers action with wisdom"

Slide 30

Think before you act. Use good judgment. Recall definition of "maladaptive".
Would you participate in the same activity in front of your DGM? The president of the university? Your parents?

"and, above all else, one who walks in the light of God."

Slide 31

Respect for yourself and others.
Value System.

Closing

"After reviewing *The Star and Crescent* as we just did, I have to ask all of you...

Do you have the courage to help yourself...your fellow brother...your Chapter...Kappa Sigma?

Will you live up to the obligation you took when you became a Kappa Sigma? Are you worthy to wear the Star and Crescent?

We must work together, to be our Brother's Keeper and make sure that life is a safe and responsible one.

Slide 32

Thank You

The members of the Deputy Social Responsibility Commission would like to thank you for facilitating this program today. We appreciate your hard work and effort.

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Appendix I

Code of Conduct

KAPPA SIGMA FRATERNITY CODE OF CONDUCT

Membership in Kappa Sigma is a privilege. Each member, pledge or initiate, undergraduate and alumnus, is bound by this Code of Conduct.

Each member of Kappa Sigma Fraternity is responsible for seeing that he:

- Acts as a gentleman, setting an example of moral behavior;
- Conducts himself as a good student, good neighbor, and good citizen;
- Obeys the laws, rules and regulations of his country, state or province, city and county, and college or university;
- Understands and abides by the Constitution, By-Laws and Rules of Kappa Sigma Fraternity, including the Standards of Conduct, the acts and resolutions of Grand Conclaves, and his chapter's by-laws; and
- Does not engage in, permit or tolerate hazing , or the unlawful use of alcohol or possession of controlled substances;

When the Fraternity finds that any member fails or refuses to abide by this Code of Conduct, the Fraternity may take such actions as permitted in the Constitution, By-Laws and Rules up to and including removing the individual from membership in Kappa Sigma Fraternity.

Appendix I

STANDARDS OF CONDUCT

The Standards of Conduct are part of the Code of Conduct of Kappa Sigma Fraternity. These Standards apply to all members, pledges and initiates, undergraduate and alumni, for their conduct in operation of the chapters of the Fraternity and their personal conduct in the name of the Fraternity. Kappa Sigma Fraternity views violation of these Standards as an extremely grave matter. The day-to-day responsibility of the enforcement of the Code of Conduct and these Standards rests with individual members and chapters. Kappa Sigma calls on each individual member and chapter to abide by and to enforce these Standards for the good of the Order.

I. Hazing

Hazing is contrary to the principles and teachings of Kappa Sigma Fraternity. Hazing itself or conduct which represents hazing is against the law in all jurisdictions in which Kappa Sigma has chapters. Conduct which represents hazing shall under no circumstances be within the duties or obligations of a member of Kappa Sigma.

A. Definition

1. Hazing is any action, behavior or situation created by any Kappa Sigma chapter or by any member – pledge, active, or alumnus – as part of the operations of any chapter voluntarily or involuntarily involving any member(s) or potential member(s) to produce or result in mental or physical discomfort, embarrassment, harassment or ridicule as a prerequisite to or as a requirement for membership or initiation in the Fraternity, or which is otherwise prohibited by federal, state, provincial, local or host institution policies, rules, regulations, statutes or ordinances.
2. Prohibited actions, behaviors and situations constituting Hazing include, without limitation, the following in any form or of any kind:
 - a. paddling or physical abuse in any form;
 - b. calisthenics or other exercises;
 - c. creation of fatigue including sleep deprivation;
 - d. physical or psychological shocks;
 - e. kidnapping;
 - f. scavenger hunts;
 - g. personal servitude;
 - h. verbal abuse;
 - i. required uniforms or costumes;
 - j. degrading, humiliating or harassing games and activities;
 - k. lineups;
 - l. "Hell Week" or any other pre-initiation or intensive or condensed programming prior to, following, or in connection with any Kappa Sigma ceremony;
 - m. the use of pledge requirements such as signatures or interviews as a means of harassment;
 - n. activities a prerequisite to or as a requirement for membership or initiation in the Fraternity which exposes any initiate(s) or pledge(s) to any type of physical danger regardless of degree;
 - o. activities involving the consumption of any alcoholic beverage or any other beverage;
 - p. activities which would disrupt public order or tend to bring the Fraternity into disrepute in the local community; and,
 - q. other activities not consistent with Kappa Sigma Fraternity principles, or otherwise not in accordance with federal, state, provincial or local laws, ordinances or the regulations or policies of the host college or university.

Appendix I

B. Violations

1. Any individual or collective conduct or acts of omission or commission by any member or chapter meeting the definition of Hazing as provided in this policy shall be a violation of this policy.
2. Any chapter Executive Committee member actively or passively involved in or having knowledge of any Hazing activity or failing to follow every requirement of this policy shall be in violation of this policy and shall cause the chapter to be in violation of this policy to be subject to the same penalties as a chapter found in violation of this policy.
3. Chapters performing programming or activities not included in their documented Pledge Education and/or Membership Development Programs shall be in violation of this policy and an investigation for Hazing shall take place immediately.
4. Any member who interferes or fails to cooperate in any manner with any investigation of possible violations of this policy or advocates or encourages the non-compliance or interference with any such investigation shall be deemed in violation of this policy
5. Any member witnessing or having knowledge of Hazing or potential Hazing policy violations who does not report said violations to an Alumnus Advisor or District Grand Master of the chapter or to the SEC or Executive Director shall be in violation of this policy and shall be subject to the same penalties as those members actively involved in the Hazing.
6. Any chapter found not upholding any individual penalty or other sanction imposed on any member or members for violation of this policy shall be in violation of this policy.

C. Procedure

1. Any member of the Fraternity who receives information regarding a potential hazing policy violation must:
 - a. Immediately report the alleged activity and all available information to the chapter's Alumnus Advisor and District Grand Master or the SEC or Executive Director;
 - b. Take action with the AA and DGM (or officer of the General Fraternity designated by the SEC) to determine the validity of the allegation, including cooperating with any investigation;
 - c. Take action with the AA and DGM (or officer of the General Fraternity designated by the SEC) to comply with all applicable federal, state, local, and host institution policies and ordinances;
2. If the Hazing allegations warrant, the member disclosing the violation, AA and DGM (or officer of the General Fraternity designated by the SEC) must ensure charges are proffered against the offending chapter and member(s) in accordance with this policy and the Constitution, By-Laws and Rules of the Fraternity.
3. During any investigation of alleged violations of this policy, all chapter recruitment, pledging and initiation activities shall cease until the investigation is complete, the results reported to the SEC and the Chapter authorized to resume such activities.

Appendix I

D. Penalties

1. **Chapter.** Upon violation of this policy deemed by the Supreme Executive Committee, or their designees appointed for inquiry, to be chapter-wide, sponsored or tolerated by the chapter or its membership such chapter and its members shall be subject to one or more of the following penalties:

- a. the Executive Committee and Pledge Educators of such chapter will be subject to expulsion from the Kappa Sigma Fraternity
- b. any individual members participating in any hazing activity will be immediately suspended by the Worthy Grand Procurator and subject to expulsion from the Kappa Sigma Fraternity
- c. the entire undergraduate membership of the chapter will be subject to suspension or expulsion from the Kappa Sigma Fraternity
- d. the chapter will be suspended, its charter placed in Trusteeship, and the chapter reorganized
- e. the SEC will appoint a Trustee to conduct the reorganization under guidelines established by the Membership Development Commission
 - (1) As a representative of the SEC, such Trustee will have full power and authority regarding all matters of membership and chapter operations during the period of reorganization.
 - (2) The SEC shall consider the reinstatement of the chapter and release of the charter from Trusteeship only upon the recommendation of the Trustee, the DGM and the Membership Development Commission.
- f. any other sanctions deemed necessary or appropriate including withdrawal of the charter or expulsion of the chapter.

2. **Individual.** Any individual member participating in any Hazing activity or otherwise in violation of this policy will be immediately suspended by the Worthy Grand Procurator and subject to expulsion from the Kappa Sigma Fraternity.

Appendix I

II. Alcohol & Controlled Substances

Each member of the Fraternity is responsible for seeing that he abides by the letter and spirit of applicable laws governing use and possession of alcohol and controlled substances. Where local laws may permit certain conduct, but federal, provincial or state laws prohibit that conduct, the applicable federal, provincial or state law shall govern individual conduct.

A. Additional Standards. In addition to abiding by applicable federal, provincial, state, and local laws governing or regulating the use, possession and distribution of alcohol and controlled substances, the following standards apply:

1. Each chapter shall comply with the rules, regulations, policies and standards set by its host institution.
2. No chapter of the Fraternity is authorized to apply for or hold any license for the sale, distribution, pouring or dispensing of alcoholic beverages or other controlled substances.
3. No chapter funds may be used to purchase alcohol directly or indirectly.
4. No alcohol should be made available to any individual who is under the legal drinking age.
5. "Passing the hat," taking up a collection, charging admission or accepting donations to purchase alcohol is a violation of these Standards.
6. Fundraising events should not involve alcohol.
7. No alcohol may be present at any activity, function or event when rushees or prospective members are present. All rush and recruitment events must be alcohol-free
8. No alcohol may be present preceding, at, or following any activity that is part of the Pledge Education Program of any chapter or any initiation, pledging or other chapter meeting.
9. No member shall use or possess any controlled substance or any paraphernalia for the consumption, delivery or administration of any controlled substance in any form at any Kappa Sigma function or at any facility occupied by a Kappa Sigma chapter. A member having a valid prescription is not in violation of this standard.
10. Chapters are strongly encouraged *not* to pledge or initiate men who unlawfully use controlled substances.

B. Education. Chapters are strongly encouraged to conduct the Alcohol and Drug Education Program, "My Brother's Keeper", for Brothers and pledges of the chapter, to take advantage of TIPS training, and participate in alcohol and substance programs offered on the campus.

Appendix I

III. Social Events

Social Events are for members of the Fraternity and their dates, or the invited membership of a chapter of a national women's college fraternity or sorority on the same campus as part of an exchange or mixer. It is not the purpose of Kappa Sigma chapters to provide Social Events for the campus or community at large.

- A. Events held by chapters shall comply with campus rules and policies governing such events.
- B. A Social Event is a party or any other gathering approved, sponsored, hosted, or arranged by a chapter or its members in the name of the chapter where alcohol is present.
- C. If campus rules permit alcohol, it shall only be made available at a Social Event (1) in compliance with applicable laws, (2) then only to persons of legal drinking age, and then either (3) through a licensed and insured vendor on a cash bar basis; or (4) only in accordance with applicable campus rules not conflicting with these Standards.
- D. No chapter is authorized to sell tickets, sell cups, collect cover charges, charge admission, vend alcohol from machines, or engage in any other activity that is, or creates the impression that the chapter is, selling alcohol or permitting access to alcohol in a manner inconsistent with these Standards.
- E. At any Social Event, no member may have alcohol in large quantities of individual containers such as cases or half-cases, or bulk or common containers such as oversized cans or bottles, punch bowls, kegs or party balls.
- F. Chapters should take reasonable steps to see that alcohol is not provided to persons under the legal drinking age at Social Events.
- G. "Open parties" are a violation of these Standards.
- H. The number of guests (including dates) at any Social Event shall not exceed the number of members in attendance. Alumni, spouses and parents are not counted as guests for purposes of this Standard.
- I. Mixers or exchanges with a sorority chapter are encouraged when attendance is limited to members and pledges of both chapters.

IV. Little Sisters and Auxiliary Organizations

The Kappa Sigma Fraternity does not recognize or approve the existence of "Little Sister/Starduster" or similar chapter programs or organizations, or approve chapter affiliation with like auxiliary organizations not authorized in writing by the Supreme Executive Committee.

No organization, unless authorized in writing by the Supreme Executive Committee, shall use the words, letters, logos or symbols of Kappa Sigma, or otherwise represent affiliation with the Fraternity.

Appendix II

Kappa Sigma Examples

Substance Abuse

You have noticed a Brother who seems to always be the life of the party. In fact, he starts before the party, continues through the party, and is one of the last to quit...no matter how hammered his is...what a tolerance. No big deal, many Brothers do this. But again you notice that he does it at every party, even days when there is not any reason to party. In fact, you cannot recall any days that he is not partying. You noticed that he doesn't just drink beer anymore, he has moved to shots or drinks with a higher concentration of alcohol. Rumor has it that he is now taking some quick hits of another substance to jumpstart himself. You notice that he has been placed on academic probation by the school, but he and everyone else blow it off. Summer goes by, school starts and you notice that the Brother is not there. Now you want to know what is going on. You discover that the Brother has been pulled from the school by his parents due to poor grades. It does not end there. He was also in a wreck that nearly killed a child and was charged with a DUI. This Brother never makes it back to achieve the potential he possessed. In fact his parents blame the Fraternity. Wished you had noticed sooner?

Date Rape

She is a freshman at one of her first fraternity parties. She has been talking to an older fraternity member who is attractive, appears to be popular and really nice. He has asked her to come up and see his room. The freshman does not see anything wrong with it since there are so many students at the house. They get to his room and now he is giving her more "gator punch". She begins to think that she may have had too much to drink and sits down on the bed. The senior then begins to kiss her and trying to take her clothes off. She says "no". He says if she were not a freshman, she would not be resisting. She says "no" again, but now he's being more forceful. She calls for help, but nobody can hear her. The freshman keeps thinking that he seemed like a really "nice guy" as she begins to fade. She awakes feeling soreness in between her thighs, her breasts and her jaw. The freshman gets up and straightens her disheveled clothes and walks quickly through the house hearing the whispers of the Brothers. However, instead of doing what most freshman or girls will do...nothing...she goes directly to the police station with all of that evidence on her body. On the other hand, if she doesn't report the incident, who might be the next rape victim?

Mental Health

As a freshman, he goes to a rush party with his new dorm mate as a means of trying to be cool and included. He has always been a loner and never has possessed much confidence in himself. His dorm mate is a great guy who is heavily recruited. He says that he is not going to join without his "roomy". The freshman gets a bid and joins the fraternity. Fraternity life, even as a Pledge, is great. He is part of something. He has a new family. He becomes consumed with the fraternity and fraternity life. All he wants to do is please his Brothers. He drinks with them and aggressively pursues girls in order to appear to be cool. He is afraid that if he does not do everything, they will not like him anymore. A Brother tells him degrading remarks and states that he may not make it. This devastates the Pledge and he remains in his room, doing nothing for days. His room mate finally gets him back into the swing of things and goes to a party. As he gets to the party, the Brothers begin slapping him on the back and offering encouraging comments. He begins to drink. In fact, he begins to hammer drinks. His confidence grows into a manic state. On the way to the bathroom, he hears a girl downgrading a Brother. He stops and tells her that if she does not shut-up he is going to beat the hell out of her. The girl is actually the Brother's biological sister. The Brother goes ballistic and makes threats toward him. He flees to his room. He recalls similar incidences in his past; and he just knew he would screw up. He continues to drink and think. He resolves that he must not be worthy and begins contemplating suicide—again. The problem is...he, as well as anyone else, do not know that he is bi-polar...a condition that may easily treated.

Appendix III

Alcohol Information

Blood Alcohol Content (BAC)

The following is a rough outline for BAC regarding a 150 lb. male with an empty stomach after one hour. BAC varies based on each individual and his tolerance levels.

2 drinks	0.05 BAC
4 drinks	0.10 BAC
8 drinks	0.20 BAC
12 drinks	0.30 BAC

Pure Alcohol Amounts

1 oz. 100 proof liquor = 12 oz. beer = 5 oz. wine

Absorption Rate Factors

Absorption rate factors determine how quickly alcohol enters the blood stream.

Size	Smaller people are sometimes affected more quickly than larger people; however this is not an absolute. Most people that are considered good at "holding their liquor" are experience drinkers who have escalated their tolerance.
Gender	Women are generally smaller than men, have more body fat and tend to reach higher BACs more quickly. So, the bigger the individual in regard to weight does not necessarily determine how fast their BAC escalates.
Food	A full stomach slows the absorption of alcohol into the bloodstream; however it does not make you sober.
Drink Strength	Drinks may have different effects based on their composition e.g. straight, carbonated or juice mixer.

Regard to Binge Drinking

If one were to drink several shots in a row or "funnel" two or three beers, it will not take effect immediately. A common mistake is to state, "I have slammed four shooters in 10 minutes, but I feel fine." It is crucially important to understand that the full effect of the alcohol will be delayed momentarily.

Behavioral Cues

These cues will help in monitoring changes in a person's behavior while he is consuming alcohol.

Inhibitions	A person may have lowered inhibitions and become talkative, relaxed, over friendly, lose his self-control and possibly display mood swings.
Judgment	A person may behave inappropriately. This may include, drinking competitively, using foul language, telling inappropriate jokes or annoying other people.
Reactions	A person may have slowed reactions, such as, glassy and unfocused eyes, slurred speech, talking and moving slowly. He may also begin forgetting things, lighting more than one cigarette at a time, misplacing items, such as his drink, or losing train of thought.
Coordination	A person may stumble or sway, drop belongings, have trouble holding a drink or possibly pass out.